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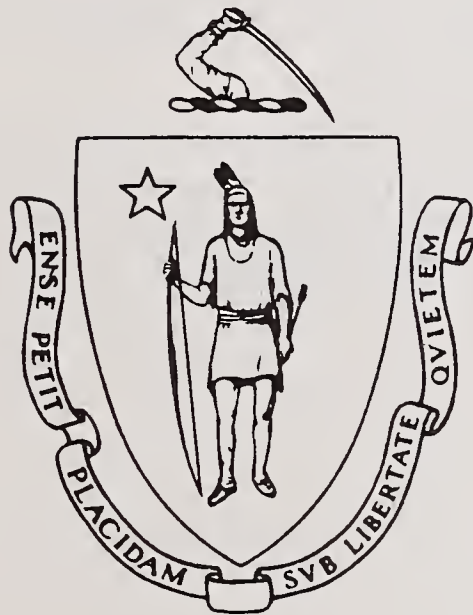
UNIVERSITY OF MASSACHUSETTS

*Governor's
Commission
on the
Status of Women*

“equality under the law shall not be denied because of
sex, race, color, creed, or national origin.”

Governor's Commission
on the
Status of Women

ANNUAL REPORT
1976—1977



The Commonwealth of Massachusetts

Room 1105
100 Cambridge Street
Boston, Massachusetts 02202

This report
is dedicated to the many thousands
of women and men throughout the
Commonwealth who dedicated their time
and effort to ensure the passage of
the Equal Rights Amendment to the
Constitution of the Commonwealth
of Massachusetts.

Our special thanks to Commissioner
Ann Kendall for her work as Director
of the Committee to Ratify the State
Equal Rights Amendment.

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MICHAEL S. DUKAKIS
Governor

THE COMMONWEALTH OF MASSACHUSETTS
GOVERNOR'S COMMISSION ON THE STATUS OF WOMEN

ROOM 1105 • 100 CAMBRIDGE ST. • BOSTON 02202 • 617/727-6693

Carol Chandler
Chairwoman
BOSTON

Patricia Sackrey
Vice Chairwoman
NORTHAMPTON

MarDee Xifaras
Vice Chairwoman
NEW BEDFORD

September 1, 1977

The Honorable Michael S. Dukakis
Governor of Massachusetts
State House
Boston, Massachusetts 02133

Dear Governor Dukakis:

On behalf of the Governor's Commission on the Status of Women, I have the honor to submit for your information and review our Annual Report for the year 1976-1977, which outlines the principal activities, accomplishments and recommendations of our task forces and committees.

We feel we have made significant strides this year in addressing some of the pressing needs of women in Massachusetts through the news media and private presentations. We have tried to keep the public informed of legislation and budgetary actions that will influence and affect their lives. We convened meetings of women's service organizations in order to facilitate the coordination of their services and to promote their concerted action in furthering the cause of women. By bringing corporate managers, regulatory agencies and interested women together for workshops and frank discussions, we have tried to ease the advancement of women into new roles in the business world. We have also actively supported those organizations and people who have demonstrated their dedication to improving the status of women in the Commonwealth and in the nation.

We appreciate your continuing interest and support, and trust that you will join with us in helping to achieve even more in the years to come. We thank you for giving us the opportunity to serve the women and men of the Commonwealth as a part of your administration.

Respectfully,

A handwritten signature in cursive script that reads "Carol Chandler".

Carol Chandler
Chairwoman

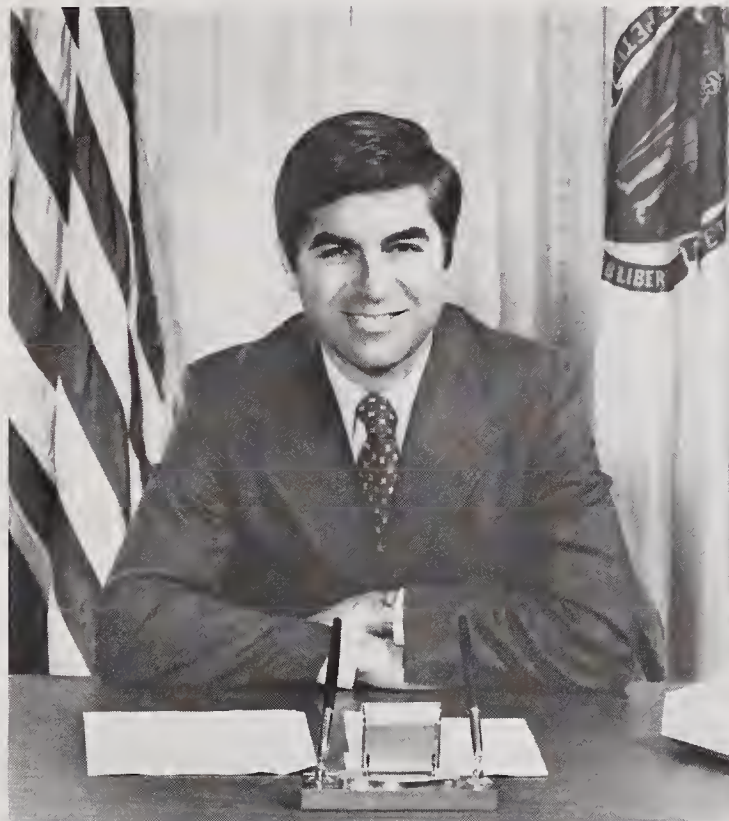


THE COMMONWEALTH OF MASSACHUSETTS

EXECUTIVE DEPARTMENT

STATE HOUSE • BOSTON 02133

MICHAEL S. DUKAKIS
GOVERNOR



With the passage of the Equal Rights Amendment in Massachusetts in November of 1976, the citizens of the Commonwealth affirmed their desire to ensure the full realization of women's rights as part of our commitment to human dignity, freedom, and democracy. The Governor's Commission on the Status of Women has been constituted to work towards that realization of women's rights, and in the past year its members have continued to work vigorously towards that end.

As Governor of the Commonwealth, I firmly believe that the economic, social, political, and legal inequities that have confronted women in the past must be ended and never allowed to recur. Women must be assured the opportunity to develop their capabilities and fulfill their aspirations on the basis of individual merit, free of the limitations based on sex.

I am grateful to the members of the Commission on the Status of Women for their efforts to bring about specific changes in the interest of equality for the women of the Commonwealth. We are much the better for the time, energy, and talents which they have invested in their work, and for their many accomplishments. I look forward to a continuation of their vital work in the year ahead, and extend to them all my best wishes.

A large, stylized handwritten signature of Michael S. Dukakis.
Michael S. Dukakis

EXECUTIVE DIRECTOR'S REPORT

The 1976-1977 Commission year has been an exciting and successful one. Despite a late start, the programs and projects of the Commission have addressed a wide variety of issues that are crucial to the well-being of all citizens. Commission programs and projects could not have been accomplished without the unselfish support of Commissioners, a large volunteer network of women and men throughout the state, and dedicated student interns. These interns were indispensable to the functioning of this office and, as a result, I would like to acknowledge each one for her efforts in furthering the goals of the Commission and the interests of Massachusetts women:

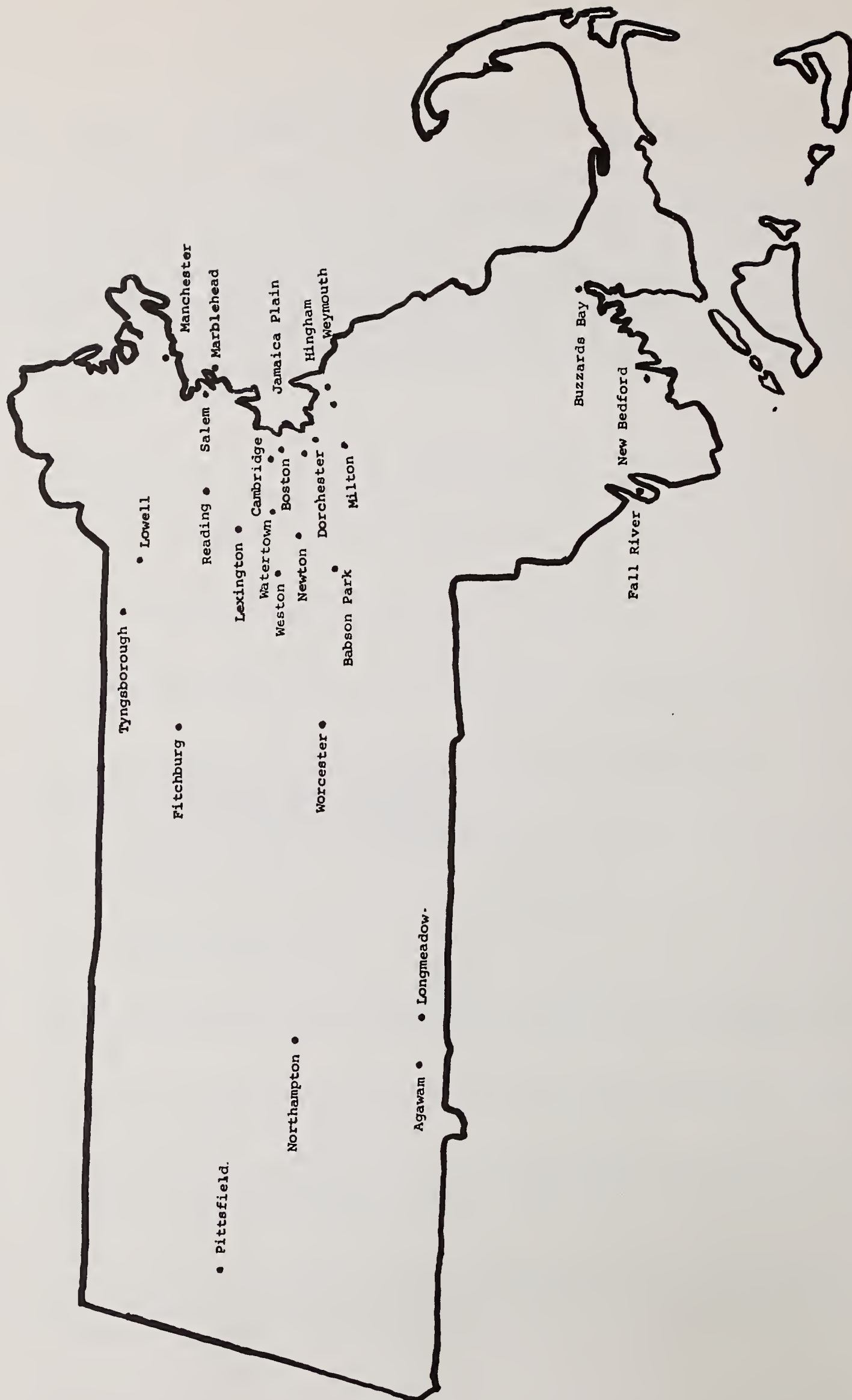
- . Ellen Finkelstein (Wesleyan College, Connecticut) served as full-time staff for 8 months, as legislative intern and as staff assistant. She additionally established the first state-wide network and coalition of women's centers on college and university campuses, which will be vital to the growth of women's efforts in improving their status.
- . Roberta Sorgan (Boston University School of Communications) provided wide media coverage for the Commission and selected women's issues and events.
- . Mary Flowers, Joan Morgan, and Mary Carpenter (Boston University School of Communications) wrote and produced radio and television public service announcements, under the expert guidance of Commissioner Sonya Hamlin.
- . Sandy Hansberger (Pitzer College, California) spent an entire semester assisting the Education Task Force on their two publications.
- . Elaine Gionet (Simmons College School of Library Science) had the unique opportunity to create and develop a women's resource library for the Commission office.
- . Joan Atlas (Suffolk University Law School) assisted with legal research for pending legislation.
- . Diane D'Amico (Boston College School of Social Work and Social Planning) was indispensable in our efforts to re-evaluate and reorganize the Commission.
- . Jane Williams (Williams College) spent her winter semester on communications and general office needs.
- . Tracey Green (Springfield College graduate program) devoted time and energy to organizing the social service providers conference sponsored by the Western Area regional group.
- . Cindy Adams (Clarke University) served as legislative intern for the spring and summer months, following through on our legislative endeavors and writing a comprehensive booklet on the legislative process and lobbying techniques.

Both the Commissioners and I could not have done without all of their efforts.

Finally, I would like to thank our Executive Secretary, Elaine Kelly, for her exceptional work, of and beyond the call of duty.

I am grateful for the opportunity to serve as Executive Director and to participate in the Commission's work to improve the status of women in the Commonwealth of Massachusetts. I am especially appreciative of the chance to work with Carol Chandler, who has served effectively, diligently, and sensitively as the Commission's Chairwoman this year. I look forward to many more productive and rewarding years with the Commission.

Rosalie Gross, Executive Director
Governor's Commission on the Status
of Women



COMMISSIONERS
1976-1977

BOSTON METROPOLITAN AREA

Carol Chandler, Chairwoman
Anne Arsenault
Patricia Burdick
Margaret Merry
Ann Kendall
Ruth Benjamin
Debra Amidon
Muriel Knight
Mary Murphy
Miriam Ritvo
Barbara White
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Pamela Lee Lowry
Betty Taymor
Janis Gogan
Hetty Cramer
Muriel Poulin

Boston
Lexington
Newton Center
Boston
Cambridge
Dorchester
Babson Park
Boston
Cambridge
Newton
Lexington
Jamaica Plain
Milton
Newton
Cambridge
Chestnut Hill
Watertown

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Dorothy Bejtlich
Patricia Jennings
Rev. Pamela Cole
Marilyn Roderick

New Bedford
Hingham
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Ruth Zucco
Ann Galt
Sister Anna Marie Kane

Northampton
Longmeadow
Worcester
Agawam
Pittsfield
Worcester

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Shirley Perry
Sonya Hamlin
Gail Dunfey
Joanna Madigan
Betty Allen
Marcella Hubbard
Linda McInerney
Janet Robinson
Janet DesChenes

Manchester
Marblehead
Lowell
Salem
Reading
Marblehead
Tyngsboro
Marblehead
Fitchburg

The Commission gratefully acknowledges the invaluable assistance of concerned members of the community who have served on the committees and task forces.

LEGISLATION

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MarDee Xifaras, Commissioner
Anne Arsenault, Commissioner
Carol Chandler, Commissioner
Mary Murphy, Commissioner
Patricia Burdick, Commissioner
Ellen Finkelstein, Intern
Jan Sugarman
Connie LaPointe
Jane Weissman
Sandy Crews
Janis Pryor
Maudyea Campbell
Ruth Ferguson
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Darcy Bradbury

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Patricia Jennings, Commissioner
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Barbara Slater
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Camille Streeter
Martha Conners
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Pam Cole

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Lisa Querforth, Intern
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Norma Jackman, Co-Chair
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Ruth Benjamin, Commissioner
Nydia Ocasio
Ed Clark
Ruth Ferguson
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Lyn April
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Marifran Davis
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Mirima Ritvo, Commissioner
Betty Taymor, Commissioner
Ann Kendall, Commissioner
Diane D'Amico, Intern
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Ann Galt, Commissioner
Ruth Zucco, Commissioner
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Ronald Joseph
Christina Platt
Paul Slater

NORTH SHORE

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Betty Allen, Commissioner
Janet Robinson, Commissioner
Karen Scibinico
Evelena Hudson

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Barbara Schnuer
Rosemary Trowbridge
Barbara Sagan
Iris Chandler
Sondra Darling
Mary Carroll
Anne Marie McDonald
Brenda Lansdown
Pat Matsumiya

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Janis Gogan, Commissioner
Debra Amidon, Commissioner
Sandra Hansberger, Intern
Deborah Hartry
Sondra Darling
Vince Dixon
Karen Wetmore

The Commission at a glance

The Governor's Commission on the Status of Women is a body of forty members who represent a wide variety of occupations, skills, groups, and geographical areas of the state. Commissioners are appointed by the Governor and serve without salary.

The work of the Commission is done primarily through task forces, committees, and regional groups consisting of Commissioners, representatives of various state agencies, legislators, and individuals who volunteer their time and talents. These small groups work on the top priorities of the Commission for the year and present reports and recommendations to the full Commission at monthly meetings.

The Governor's Commission on the Status of Women was created to expand opportunities for women and to eliminate barriers which keep them from realizing their full potential. In pursuit of this goal, the Commission makes recommendations to the Governor, to state departments, and to the general public concerning legislation affecting women, employment policies and practices, educational opportunities for women, services and programs for women, and the education of all citizens regarding issues of importance to the women of the Commonwealth.

The Commission serves as an advocate for women by expanding the public awareness of women's issues through special conferences, special programs, press coverage, and close contacts with those who are in policy-making positions. The Commission cooperates with other women's organizations, agencies of government, and interested groups in programs and projects that seek to improve the status of women.

During the past year, the Commission has

supported legislation on

- . pregnancy disability benefits
- . the creation of an adult recurrent education
- . entitlement voucher system
- . providing services for displaced homemakers
- . ERA implementation
- . the establishment of shelters and assistance for battered women and children
- . the practice of nurse-midwifery
- . limiting the admissibility of evidence (victim's sexual history) in rape cases

opposed legislation which would

- . prohibit state funding of Medicaid abortions
- . call for a convention to amend the U.S. Constitution "to protect life through all biological stages of development"

sponsored conferences on

- . "Equal Employment Opportunities and Affirmative Action Guidelines" for public and private sector representatives

The Center for Research on Women,
Wellesley College (Co-sponsor)

Keynote Speakers: Raymond Marshall, U.S. Secretary of Labor
Ethel Bent Walsh, Vice Chairman, EEOC
Michael S. Dukakis, Governor of Massachusetts

- . "Women's Needs: Met and Unmet" for social service providers in Western Massachusetts

the Springfield YWCA (Co-sponsor)

- . a "TALK OUT" on women's issues on the North Shore
- . "Lobbying Techniques and the Legislative Process"

the Boston Mayor's Commission to Improve
the Status of Women (Co-sponsor)

participated in the creation of

- . the Betsey Coalition - women's organizations united to reverse the Blue Cross-Blue Shield decision to exclude coverage for breast cancer reconstructive surgery - and to work as an advocate for women's health needs
- . Massachusetts Citizens for Choice - a diverse coalition of organizations dedicated to fighting efforts to halt state funds for Medicaid abortions - and to work for choice in matters related to pregnancy
- . Project Outreach - a cooperative effort with the Boston Women's Collective to distribute free copies of the resource directory, New England Women's Yellow Pages, to low income women

- . a state-wide coalition of women's centers on college and university campuses in Massachusetts
- . a women's resource library in the Commission office providing reference material on a wide range of topics

lobbied/testified successfully in favor of

- . Blue Cross-Blue Shield coverage of breast cancer reconstructive surgery
- . dual telephone listings
- . revised Massachusetts credit regulations
- . the "3 plus 3" state affirmative action rules

provided speakers and information for

- . radio programs
- . television programs
- . newspaper articles
- . organizational meetings
- . conferences
(including the 5 regional International Women's Year state conventions)

published pamphlets and handbooks on

- . equal educational opportunities (Chapter 622) implementation information for parents
- . services assisting women with employment - revised
- . women's social services in Western Massachusetts
- . higher education - information for the professional woman educator
- . the Governor's Commission on the Status of Women

produced public service announcements for radio/t.v. on

- . equal educational opportunities law
- . women's rights to credit
- . personal skills assessment in seeking a job

The range of Women's Issues before the Massachusetts State Legislature is always vast. To maximize the Commission's effectiveness, the Legislative Committee chose to focus in on particular pieces of legislation to concentrate Commission activity. In addition to these priorities, the Committee drew up a list of bills/issues which would be monitored as the year progressed. Many of these became areas for active lobbying. Commission support for several federal pieces of legislation complemented activities on the state level.

1. The Commission testified at legislative committee hearings, wrote letters of support/opposition to members of the legislature, and distributed fact sheets to legislators and interested citizens.
2. A telephone tree (communications alert network) triggered phone calls to legislators on crucial bills.
3. Through a joint effort of the Communications and Legislative Committees, press releases and t.v./radio editorials publicized the Commission's stand on important issues.
4. The Commission formed coalitions with similarly-minded organizations (Civil Liberties Union of Mass., Americans for Democratic Action, Boston's Commission on the Status of Women, National Organization for Women, League of Women Voters, Women's Legislative Caucus, Black Caucus, Planned Parenthood, M.O.R.A.L.) to coordinate State House lobbying and to increase public awareness of women's legislative concerns.
5. In an attempt to demystify the legislative process and encourage active lobbying on the part of the Commissioners, the GCSW and the Boston Commission sponsored a workshop on lobbying at the Harvard Business School in January.

Priority Bills:

Adult Recurrent Education Entitlement Voucher System - Pro.

An act creating an opportunity for adults to further their post-secondary education as part-time students in order to gain entrance to or advancement in the job market.

Status: Passed by the Senate on 5/23/77; presently in House Ways & Means; no longer has any funding attached to it.

Displaced Homemakers - Pro.

An act to establish programs that would provide training, counseling, and services to homemakers who must (re)enter the job market due to the death of a spouse, divorce, or the need for supplementary income.

Status: This bill has been sent to the Joint Committee on Rules, as a result of a study order (#6034) from the Committee on Commerce and Labor.

Pregnancy Disability Benefits - Pro.

An act that would call for the inclusion of pregnancy, childbirth and pregnancy related disabilities under existing health or temporary disability insurance or sick leave plans available to employees of private and public employers in the Commonwealth of Massachusetts.

Status: In Senate Ways and Means Committee; to cover accrued sick leave only.

Medicaid/Abortion - Con.

A late-filed bill by Representatives Flynn and Doyle to halt public funds for medicaid abortions unless the life of the mother will be lost.

Status: Passed by the House in August. The Senate will vote in September.

Other Legislation:

Midwifery - Pro

An act providing for the practice of nurse-midwifery.

Status: H5692 is now Chapter 129 of the General Laws.

Rape Evidence - Pro.

An act limiting the admissibility of certain evidence (victim's sexual history) in rape and sexual assault cases.

Status: Signed into law by the Governor on 4/19/77.

Battered Women Bills - Pro.

Acts to establish and provide funds for the maintenance of shelters and assistance for women and their children who have been abused by the husbands or boyfriends.

Status: Representative Barbara Gray's bill was passed by the House. The Senate will vote in September.

ERA Implementation Packet (originally S1500 - Senate Bills 1505 through 1652) - Pro.

An act to re-write Mass. General Laws to make them conform to the principles of the state ERA. This bill has been split into area categories, S1505 - 1652.

Status: Each bill of the packet is in different legislative stages.

Constitutional Convention - Con.

A resolution (H5984) requesting that the Congress of the United States call a convention for the purpose of amending the Constitution to protect life through all biological stages of development.

Status: Passed by the legislature in June 1977.

Recommendations:

1. Legislative activities are most effective when the Commission is able to join with others in coalition efforts. Therefore, the ties that have been initiated with other organizations and individuals should be strengthened, and the telephone tree networks expanded.
2. The Commission should continue in its efforts to inform the public of legislative issues of concern to women, since constituent lobbying is crucial in influencing the legislative process.
3. The Communications Committee and the Legislative Committee should continue to dovetail and to expand their efforts at outreach.
4. Each Commissioner should be drawn into legislative Committee activities and should participate fully in all lobbying efforts.

WOMEN AND WORK TASK FORCE

MARDEE XIFARAS, CHAIR
SANDY CREWS, CO-CHAIR
NORMA JACKMAN, CO-CHAIR

The Women and Work Task Force of the Governor's Commission on the Status of Women met in the Fall of 1976 and reorganized its efforts around a series of monthly meetings on topics of critical interest. In addition, the task force was involved with a number of legislative issues and court decisions which impact on working women. To review, the Task Force:

- . met once again with Wallace Kountz, the Personnel Administrator for the Commonwealth, and various members of his staff to review the state's efforts and achievements thus far in the area of recruitment and referral, job classification, internal job mobility, flexi- and permanent part-time employment, and affirmative action. Through our co-chairperson of the Task Force, Sandra Crews, we were able to keep closer contact with this office than had previously been possible;
- . testified at a public hearing in support of the proposed "3 plus 3" state affirmative action rules;
- . were briefed on the law and programs for equal employment opportunity and affirmative action in the private sector;
- . joined with Wellesley College's Center for Research on Women in co-sponsoring a two-day Equal Employment Opportunity/Affirmative Action Symposium which brought together some 200 persons from New England area corporations, government agencies and women's organizations; commissioners served as panelists, discussion leaders, and resource persons;
- . met to review in some detail, the advantages and disadvantages of both flexi- and permanent part-time employment systems; with a view towards encouraging women to pressure for these programs which can benefit women, particularly women with children, in many ways;
- . joined with several public sector unions, with significant numbers of female members, to sponsor a meeting on "Women in the Public Sector Union" through film and lecture presentation, discussed on-the-job sex discrimination, job classification and mobility, fringe benefits, health issues, and on-site day care;
- . testified in support of the pregnancy disability benefits legislation before the state committee on Commerce and Labor: the clarification of maternity leave benefits so as to confirm rights to the use of accrued sick leave and the inclusion of pregnancy and pregnancy-related disabilities under any medical coverage and income protection plans already in existence in connection with employment.

EDUCATION

ANNE ARSENAULT, CHAIR
SANDRA HANSBERGER, INTERN

The Education Task Force has worked on a number of important projects this year. The Task Force divided into two groups that focused upon public school issues and on higher education. Both sections produced handbooks containing valuable information for citizens of the Commonwealth.

Public Education Group

The Public Education Group focused on Chapter 622, Massachusetts' equal educational opportunity law. Under Chapter 622, parents have the right to file suit if they believe that their child is being discriminated against. In order to meet the important need of educating parents of school-aged children about the law and its implications, the group launched a massive research effort to produce a parents information package entitled "Chapter 622, Resources for Parents: Equal Opportunity for our Children." Intern Sandy Hansberger assisted with valuable research and field visits to innovative 622 community education projects in the state. This booklet was disseminated to the Massachusetts Department of Education and is available both through their regional centers and the Governor's Commission on the Status of Women.

Public service announcements on 622, produced by the Commission in concert with the Boston University School of Communications, will also help to publicize the equal educational opportunity chapter of the Massachusetts General Laws.

Higher Education Group

The Higher Education Group produced a greatly needed handbook for women in higher education in Massachusetts, which includes information on finding employment, education for professional development, utilizing professional organizations in career development, legislation, and legal rights. It also contains many useful references and resources.

Both groups also worked on legislation. Higher Education continued to lobby for the passage of the refiled Adult Recurrent Education Bill. The Public Education Group focused on the new regulations for the Vocational Education Act of 1976 and the state 1-year and 5-year plans to implement the Act. Under a coalition of the Education Chairs of the Governor's Commission, the Mayor's Commission to Improve the Status of Women, the National Organization for Women, and the League of Women Voters, information about the act and the federal hearings on it was sent to interested organizations across the state. The coalition presented testimony at the hearings on the act and, with the Division of Occupational Education, is continuing to monitor the implementation of the act at the state level.

The Western Area Group, composed of Commissioners and interested individuals from Worcester to the western border of the state, met regularly this year to work on a variety of regional projects. Western Commissioners decided to concentrate on regional efforts to respond to the needs of women in that part of the state and to stimulate thought and action in many women who had previously not been informed and involved in women's affairs.

Regional Conference

In cooperation with the Springfield YWCA, the Commission sponsored a regional conference on March 30th entitled "Women's Needs: Met and Unmet", at the Borgia Conference Center in Holyoke. A needs assessment questionnaire, sent to over 150 agencies and organizations in the Western area, revealed the desire for such a conference. Ninety of these agencies cited the problem of the battered woman as one of their top concerns. The objectives of the conference were to identify regional problems and the unmet needs of area women, to open channels of communication among area agencies and to foster cooperation and collaboration in the provision of services. Over 80 representatives of area agencies and organizations attended.

Among the concerns covered in various panel discussions were the housing, legal, employment, and health needs of women. Workshops, organized along county lines, attempted to assess which needs could best be approached in a unified effort. A plan of action for each area was formulated and smaller area meetings were scheduled to initiate action. The Springfield Women's Task Force, offering support groups for battered women, was organized as a result of this conference.

Additional Projects

The Western Area Group has also worked on the following projects/programs:

- . Published "Women's Social Service Resources in Western Massachusetts.
- . Researched the problem of the battered woman. Exploring the possibility of working with the Junior League, Hilltop Children's Service, and/or the Hampden County Manpower Consortium on battered women projects.
- . Operated a Legislative Alert Task Force to inform women and groups in the area of impending legislation and action to be taken.
- . Instrumental in establishing a Mayor's Commission on the Status of Women in Worcester; advised the town of Chicopee on the establishment of a women's Commission.

- . Stimulated a letter writing campaign concerning the Blue Cross-Blue Shield decision not to cover reconstructive surgery for breast cancer. Commission-initiated television and radio programs on the issue.
- . Established intern project with Boston University School of Communications for public relations; assisted with the production of radio/t.v. public service announcements.
- . Information booth at Eastfield (Springfield) "Accent on Women Week".
- . Exploring the possibility of a Commission office in Springfield; a telephone answering device has been donated for this purpose.

Women in Agriculture, Food Policy, and Land Reform

Under the direction of Commissioner Pat Sackrey, Women in Agriculture, a sub-committee of the Western Area Group, devoted their time and energy to the establishment of a school (The New England Small Farm Institute) which would bring Massachusetts citizens back to the land as farmers to produce and process their own food for state-wide consumption. The group's goal is to find ways to decrease the region's dependency on outside sources for food and to preserve farming and farming-related industry in the state. In particular, Women in Agriculture sought to promote full consideration and treatment of women, as students in agricultural programs, and to increase the involvement of women in the traditional male field of policy-setting for agriculture and land-use.

As part of her work in agriculture and women's issues, Pat Sackrey visited the People's Republic of China this spring as a member of a national women's delegation.

The Task Force on Women and Health was convened from February to May to address the pressing health needs of women in the Commonwealth. The Task Force saw its main responsibility this year as identifying issues and policies for future Commission consideration and action, communicating concerns and recommendations through the Commission to the Governor and/or appropriate agencies of the State. Time did not permit group members to consider serving as an action-oriented task force.

Purpose and responsibilities of a Women and Health Task Force should be:

1. to analyze broad health issues and to articulate positions as appropriate in relation to women and health
2. to educate women to the services available for health maintenance in Massachusetts
3. to coordinate Commission activities relating to health needs of women with other units of the Commission
4. to identify and collaborate with other organizations concerned with women and health care issues (i.e. The League of Women Voters, Women's Political Caucus)
5. to promote active involvement in the legislative process, particularly in relation to health measures

The ability of the Women and Health Task Force to carry out its stated purpose(s) will depend, in a large measure, on the extent to which the Commission establishes its power base and broadens its influence.

Underlying the following proposals are two basic assumptions:

1. Health and its components are not understood by the general public; and
2. Health needs of large numbers of women will go unmet, unless women themselves take initiative in dealing with the issues.

Suggested Strategies

1. Develop a data bank on
 - a. existing health legislation relating particularly to women
 - b. available public and voluntary services
 - c. resources available for health education

2. Serve as a "clearinghouse" for receiving information and making referrals or recommendations to appropriate bodies, as indicated.

Examples:

- a. Given input into the Commission re: certain health problems or complaints from women or women's groups, Commission/Health Task Force initiates action. This may take various forms such as:
 - (1) proposing health legislation
 - (2) suggesting a speaker or consultant
 - (3) seeking action from the State health department
 - b. Maintaining speakers and consultants' bureaus for health issues and education activities.
3. Review up-coming health legislation and coordinating efforts with the Legislative Task Force and other appropriate groups
 4. Participate as official representatives in conferences and activities relating to women and health
 5. Serve as resource for the Commission on health related matters
 6. Through short programs, educate the Commission on health issues and the needs of the women in the Commonwealth

Potential Areas of Participation

1. Community programs/workshops
2. Editorials - and responses to - in the news media
3. Regional and national conferences
4. T.V. and radio campaigns
5. Promotion of health education advertising (i.e. MBTA car cards, industry-sponsored ads, etc.)
6. Senate Health Committee hearings

It is recommended that future task forces be composed of both professional health workers and lay women who have a particular interest and commitment to influencing resolution of the health problems of women in Massachusetts.

COMMITTEE TO EXAMINE THE MANDATE,
FUNCTION, AND STRUCTURE OF THE COMMISSION

MARGE SCHILLER, CHAIR
DIANE D'AMICO, INTERN

With the belief that it is a healthy and vital activity for any organization to assess periodically its purpose, goals, and strategies, the Committee to Examine the Mandate, Function, and Structure of the Governor's Commission on the Status of Women was established to research issues and to make recommendations in those areas where change was necessary so that the GCSW might function more effectively and efficiently in serving the women of the Commonwealth.

The Committee to Examine studied a wide variety of internal and external concerns related to the Commission. The recommendations developed by the Committee represent the collective efforts of the Committee, the entire Commission, the Commission staff, and other concerned individuals who gave their time and talents to participate in this examination process.

The Committee delineated the following major areas of concern: assessment of the mandate; development of procedures for defining goals and setting priorities; criteria for membership; evaluation of organizational structure and operating procedure (including task force, committee, and staff roles; budget and funding); evaluation of the Commission's relationship with the external environment. A variety of options were proposed to resolve problems identified within each area of concern. Several "model Commissions" were proposed in an effort to conceptualize what an effective and efficient operation might look like and what it might be doing to best serve the women in the Commonwealth. As proposals were reviewed, "forced choosing" or prioritization became an operating procedure of the Committee in an effort to realistically assess what the Commission could expect to do now and in the future, given political, fiscal, and womanpower constraints.

The Commission met on Saturday, April 16th at Lesley College (Cambridge) for a full day session devoted to examining issues of reorganization, with valuable input from Commissioners, Committee members, and outside resource persons (including the Governor's Cabinet Coordinator Dolores Mitchell and the Governor's Office of Community Services Director Lou Murray), the Committee recommended that:

1. The size of the Commission be maintained at 40, reflecting the wide variety of women in the Commonwealth.
2. A Membership Committee be established to:
 - a. define the position of "Commissioner"; to recruit new Commissioners in cooperation with the Governor's office; and to examine Commission membership criteria.
 - b. address long-term goal of institutional membership and its implications

3. A subcommittee for Orientation be established for the purpose of training all Commissioners; to help with establishing goals for task forces and the Commission in general.
4. Commissioners serve for 3 year terms, with staggered appointments. The Chair and Vice-Chair(s) will be appointed for a 2 year period.
5. Commissioner appointments run from September 1st to August 31st.
6. A research and development Committee be established to investigate sources for funding Commission projects from both the public and private sectors; the Commission should work closely with the Governor's office on establishing the Commission budget.
7. Task forces be established with more focused, short-term issue-oriented goals. New task forces would be established as needs arose, and would be disbanded at the completion of a defined project.
8. Communications and legislation would become year-long standing committees.
9. The composition of the Executive Committee be changed to reflect the following representation:
 - . chair of the Commission
 - . Vice-Chairs of the Commission
 - . Executive Director (ex-officio)
 - . chairs of the standing committees:
 - . communications
 - . legislation
 - . membership/training
 - . research and development
 - . chairs of active task forces
10. The Executive Committee more clearly define its role in budget setting and program planning for the Commission.
11. The present location within the Governor's office be maintained; to develop closer and more effective lines of communication with the Governor's office.
12. The Commission continue to inform, educate, facilitate, advocate, advise, and monitor. Internally, the Commission would function in these roles with the Governor, the various Secretariats, the Legislature and other government officials. Externally, the Commission would function in these roles with the public in general; women specifically; women's organizations; and the private business sector.

Many of these recommendations are in the process of being implemented.

The Commissioners living on the North Shore decided to work as a group, focusing upon the needs of the women in their area of the state. They chose to work on two projects: a "Talk-Out" for North Shore Women, and a comprehensive plan of distribution of the New England Women's Yellow Pages under "Project Outreach."

The North Shore Talk Out

The "North Shore Talk-Out" was a day-long event, the culmination of months of planning. It was held Saturday, March 19, 1977, at Salem State College in conjunction with the Florence Luscomb Women's Center of the College. Over 150 women braved a late winter snow storm to attend.

The purpose of the TALK-OUT was to bring to the local women an awareness of resources and services available to them, to inform them of vital, current issues and to hear about their complaints and concerns - to let us "talk out" to one another. Results of the feedback forms collected indicated the success of these objectives. In addition, publicity for the TALK-OUT gave the Commission its initial exposure in a new, greatly expanded communications effort.

Commissioner Sonya Hamlin keyed the meeting with her assessment of the status of women today. Barbara Rouse, Assistant Attorney General and a member of the legislative study commission on the ERA spoke on "The Impact of the Equal Rights Amendment." Vivian Buckles, Regional Administrator of the Women's Bureau of the U.S. Department of Labor conducted the Talk-Out on "Re-entry into the Job Market." Sally Kelly, Assistant Attorney General in the Consumer Protection Division of the State Attorney General's Office discussed "Consumerism." Norma Swenson and Judy Norsigian of the Boston Women's Health Book Collective and authors of Our Bodies, Ourselves, spoke on "Women and Health" in conjunction with Commissioner Sally Lunt, a mental health professional.

An Information Fair introduced 16 area organizations and agencies to the women in attendance.

Project Outreach

Project Outreach was supported by the Commission in order to provide low-income women with free copies of the New England Women's Yellow Pages, a resource directory for women. This program will make possible the distribution of 5,000 free copies of the publication to those who can neither afford nor have access to the book. Funds have been solicited from corporations and foundations to support this endeavor. Mrs. Kitty Dukakis consented to serve as Honorary Chair for this fund-raising effort. Shirley Perry served as chair, assisted by Carol Edry, Director of the Boston Women's Collective.

COMMUNICATIONS

HETTY CRAMER, CHAIR
ROBERTA SURGAN, INTERN
JANE ADAMS, INTERN

The Communications Task Force launched a massive media campaign from February through June of this year to acquaint all major media sources in Massachusetts with the work of the Commission and issues of concern to women in Massachusetts.

Media packages, including a background fact sheet on the Commission, press releases on pending legislation, and profiles of three Commissioners introduced the Commission on the Status of Women to newspapers, radio, and television stations across the state. During four months in the spring, ten Commissioners appeared as guests on five radio shows, five television programs, and in two t.v. editorials, to talk about the Commission and current issues confronting women. More than a dozen reports resulted from the efforts of the Communications Task Force.

The Communications Task Force worked cooperatively with the Legislative Task Force, the Women and Work Task Force, and the North Shore Area Committee to publicize their particular issues and special events. Commissioners also attended a number of the Governor's "Town Meetings" as representatives of the Commission and advocates for women's concerns.

The Task Force assisted the Boston Women's Collective with a publicity campaign, planned for the fall of 1977, for the forthcoming edition of The New England Women's Yellow Pages.

Among the achievements for the year are the following:

NEWSPAPER ARTICLES:

TOPIC:

The Boston Globe

Equal Employment Opportunities/Affirmative Action (EEO/AA Symposium, co-sponsored by the Commission)

Governor's Commission on the Status of Women (GCSW), May meeting

Guest Speaker: Michael S. Dukakis
Governor of Massachusetts

The GCSW stand on the Blue Cross-Blue Shield breast cancer reconstructive surgery issue

The Boston Herald American

Displaced Homemakers Bill and the GCSW

Salem Evening News

North Shore "TALK OUT"

Worcester Telegram

GCSW, June meeting
Guest Speaker: Jane Edmonds, Chairwoman
Massachusetts Commission
Against Discrimination (MCAD)

Equal Times

North Shore "TALK OUT"

Commissioner Patricia Sackrey's trip to the
People's Republic of China, as a member of
a women's delegation

Associated Press papers

GCSW, May meeting
Guest Speaker: Michael S. Dukakis
Governor of Massachusetts

RADIO BROADCAST INTERVIEWS:

WCOZ "Cross-Talk"	GCSW	Sally Lund, Commissioner
WCRB "Sunday Forum"	EEO/AA Symposium	Norma Jackman, Associate Commissioner
WEEI "Norm Nathan"	EEO/AA Symposium	Norma Jackman, Associate Commissioner
WBZ "Lovell Dyett"	EEO/AA Symposium	Gail Dunfey, Commissioner Sandy Crews, Associate Commissioner Jane Edmonds, Chairwoman, MCAD
WGBH "Pantehnion"	GCSW & ERA	Ann Kendall, Commissioner

TELEVISION BROADCAST INTERVIEWS:

WCVB "Good Day"	GCSW & North Shore TALK OUT	Shirley Perry, Commissioner
WBZ "Woman '77"	GCSW & North Shore TALK OUT	Shirley Perry, Commissioner
WNAC "Noon News"	GCSW & North Shore TALK OUT	Shirley Perry, Commissioner
WCVB "Good Day"	Maternity Benefits Bill	MarDee Xifaras, Commissioner
WBZ "For Kids Only"	GCSW & Women's Legal Rights	Carol Chandler, Commissioner

TELEVISION BROADCAST EDITORIALS:

WNAC	Displaced Homemakers Bill	Betty Taymor, Commissioner
WBZ	Constitutional Convention Bill	Joanna Madigan, Commissioner

Governor's Commission on the Status of Women

The Commonwealth of Massachusetts

AMOUNT APPROPRIATED:	<u>\$28,800</u>
1976-1977 (FY '77)	

Personnel Services

Executive Director	(\$11,700)	
Executive Secretary	(\$ 8,040)	
Total Staff Salaries		\$19,740

Expenditures

Telephone
Postage/mailings
Printing and film processing
Office supplies
Office equipment, repairs, service
Travel
Resource material
Project expenditures:

Communications
North Shore
Western Area

Miscellaneous	<u>9,060</u>
	\$28,800

It is estimated that no funds will be reverted to the General State Treasury.

Notes

Notes

